

**STATE OF NEW JERSEY  
PUBLIC EMPLOYMENT RELATIONS COMMISSION**

<hr/> <b>In the Matter of</b>	>	
	>	
CUMBERLAND COUNTY BOARD OF	>	
SOCIAL SERVICES,	>	
Public Employer,	>	
	>	
-and-	>	
NJCSA CUMBERLAND COUNCIL 18	>	
(SUPERVISORS),	>	
Petitioner,	>	
	>	
-and-	>	Docket No. RO-2003-27
TEAMSTERS LOCAL 331 AFL-CIO	>	
(SUPERVISORS),	>	
Intervenor.	>	
	>	
-and-	>	
CUMBERLAND SUPERVISORS ASSOCIATION,	>	
Intervenor.	>	
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**CERTIFICATION OF REPRESENTATIVE**

An election was conducted in this matter in accordance with the New Jersey Employer-Employee Relations Act, as amended, and the rules of the Public Employment Relations Commission. A majority of the voting employees selected an exclusive majority representative for collective negotiations. No valid timely objections were filed to the election.

Accordingly, **IT IS HEREBY CERTIFIED** that

**CUMBERLAND SUPERVISORS ASSOCIATION**

has been selected by a majority of the employees of the above-named Public Employer, in the unit described below, as their representative for the purposes of collective negotiations, and that pursuant to the New Jersey Employer-Employee Relations Act, as amended, the representative is the exclusive representative of all the employees in such unit for the purposes of collective negotiations with respect to terms and conditions of employment. Pursuant to the Act, the representative is responsible for representing the interests of all unit employees without discrimination and without regard to employee organization membership. The representative and the above-named Public Employer shall meet at reasonable times and negotiate in good faith with respect to grievances and terms and conditions of employment. When an agreement is reached it shall be embodied in writing and signed by the parties. Written policies setting forth grievance procedures shall be negotiated and shall be included in any agreement.

**UNIT:** Included: All full-time and part-time social work supervisors, clerk supervisors, child support supervisors and human services specialists IV employed by Cumberland County Board of Social Services.

Excluded: All other employees, managerial executives, confidential employees and supervisors within the meaning of the Act; craft employees, police, casual employees, all employees represented in other negotiations units, director, deputy director, chief of administrative services, administrative field office supervisor, administrative supervisor, training supervisor, chief investigator, chief clerk, attorney, accountant, secretary to the director and security guard.

**DATED:** August 8, 2003  
Trenton, New Jersey

/s/Stuart Reichman  
Director of Representation